

MYERS-BRIGGS TYPE INDICATOR

INA KONYNENBELT

instructor

Introduction

- Personality Type Preference
- Important for understanding self and others
- Team Building in Management



Agenda

- Discussion of MBTI
- Your results
- Practical exercises

Overview

Discussion of four dimensions of p

Extrovert

Introvert

Sensor

Intu

Thinking Judging Feeling Judgement

Judging

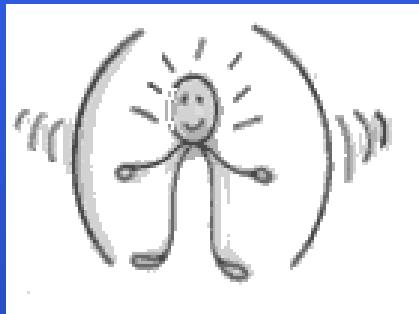
Perce

YOUR 4 letter preference style

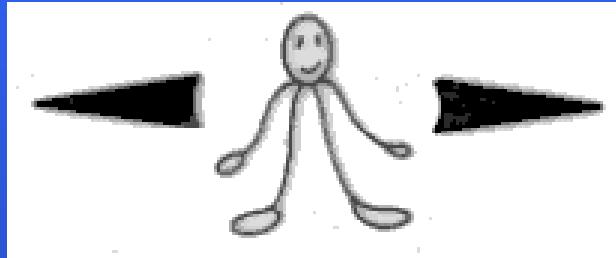
Background Remarks

- Respected research instrument/application
- Not personality “test”
- Personality more complex
- No right or wrong way
- No pigeon holing -only you validate
- Measures preferences not abilities
- Strengths and Weaknesses
- Cautions

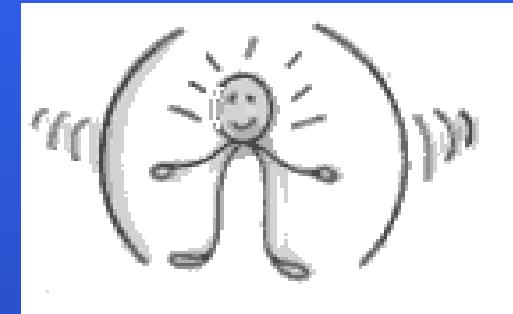
E



**feels pulled outward
by external conditions**



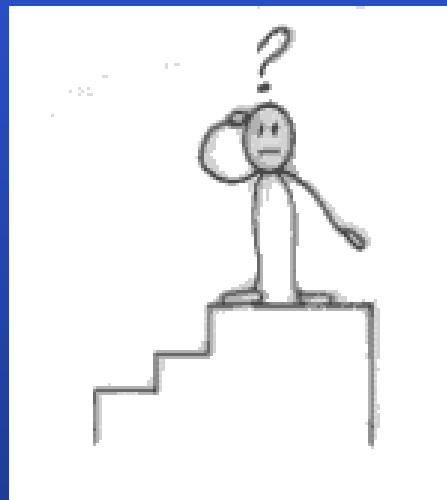
Gives breath to life



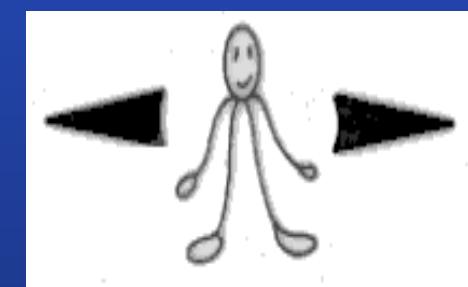
Needs relationship



**Expresses
emotion**



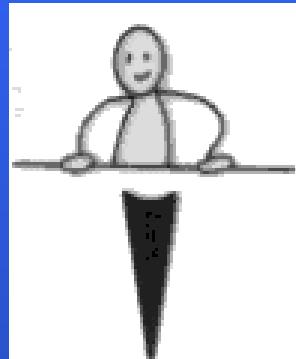
**Acts, then
maybe
reflects**



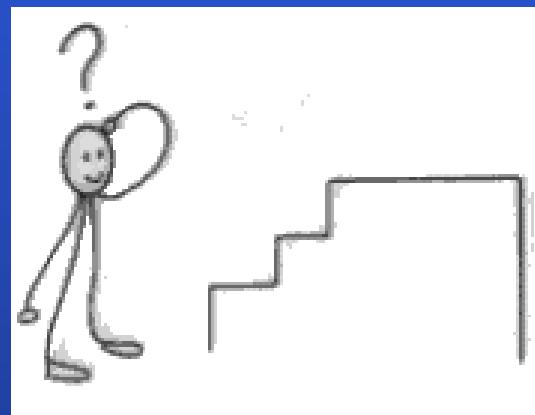
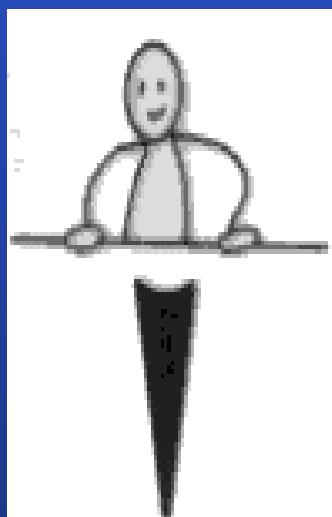
**Energized by other
people,
external experiences**



Gives depth to life



**Feels pushed inward
by external claims
and intrusions**



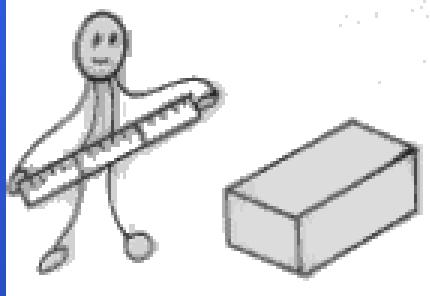
**Bottles
up**

**Reflects,
then
(maybe)
acts**

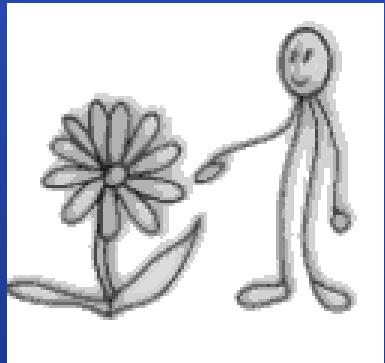


**Energized by inner
resources,
internal experiences**

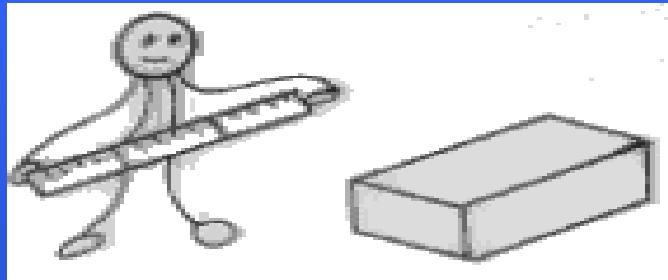
S



Likes things that are definite and measurable



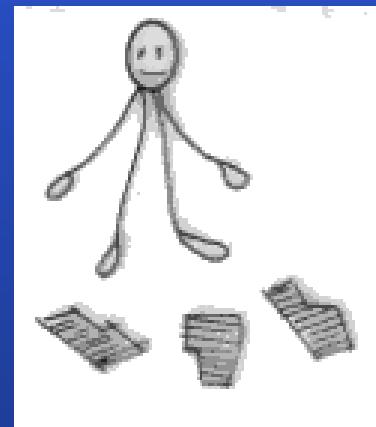
Lives in the present, enjoys what is



Starts at the beginning, one step at a time



Read instructions, notices details

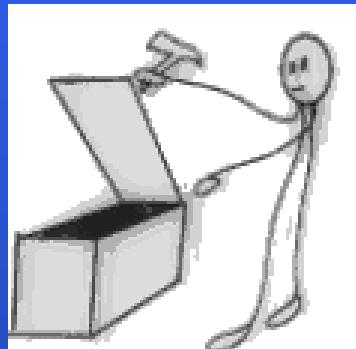


Looks at specific parts and pieces

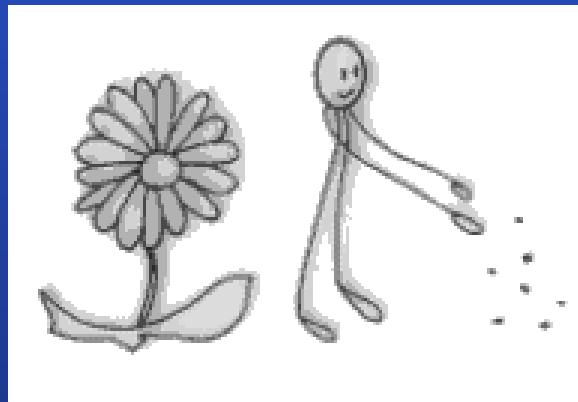


Likes handling practical matters and procedure

N

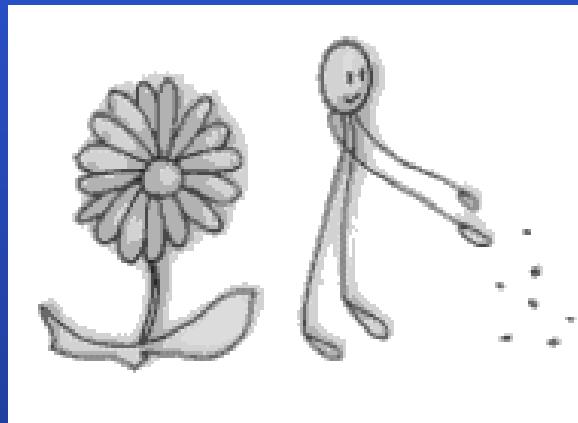
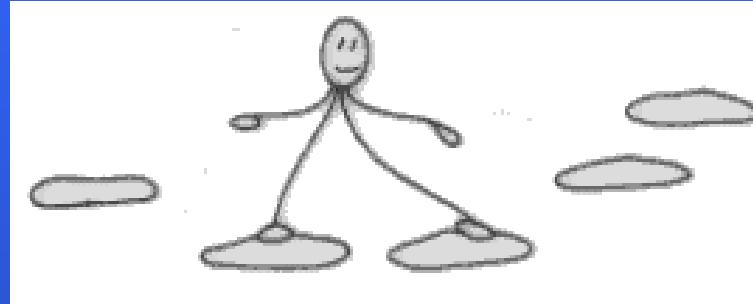


Likes to be inventive

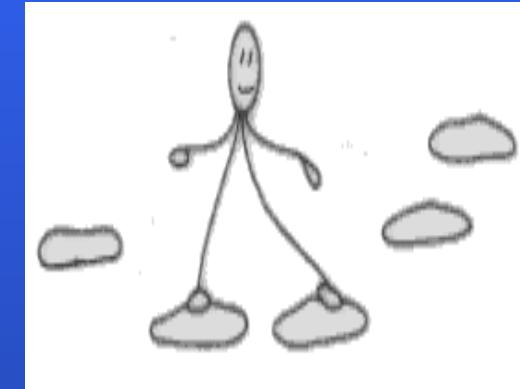


Looks toward the future

Jumps in anywhere, leaps steps



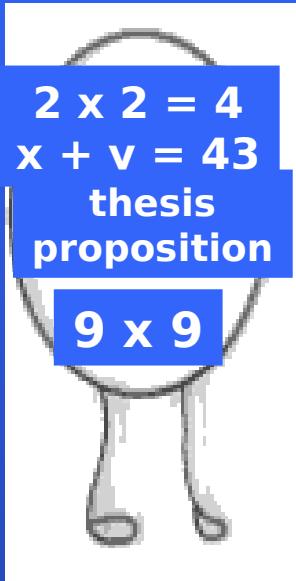
Prefers imagining possibilities



Skips directions, follows hunches

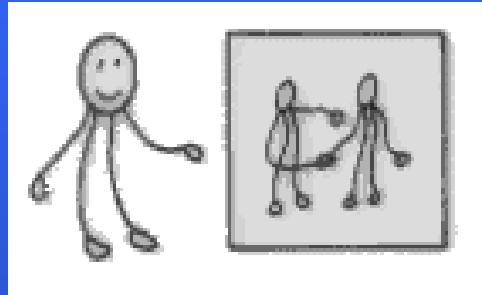


Looks at patterns and relationships

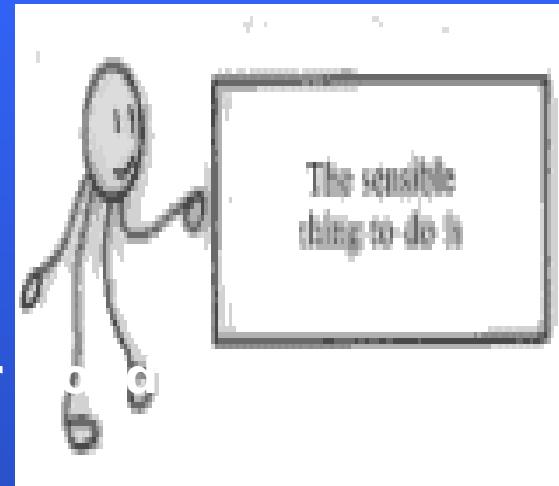


Decides with the head

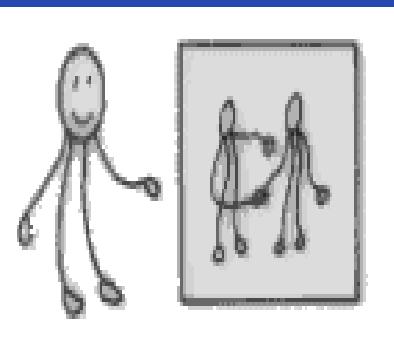
T



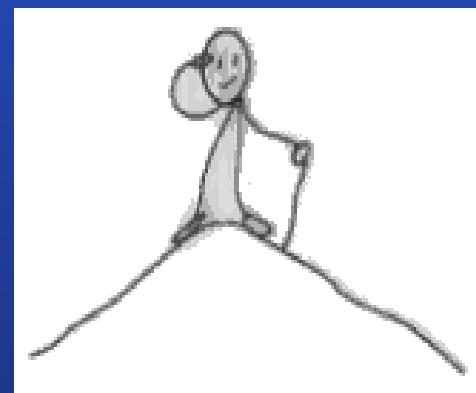
**Sees things as an onlooker
from outside a situation**



**Goes
by
logic**



**Concerned with
truth and justice**

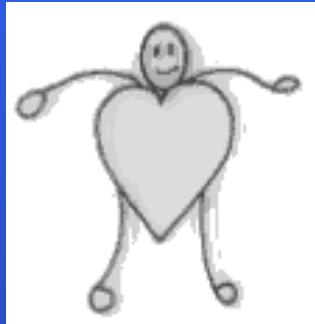


**Spontaneously finds
flaws and criticizes**

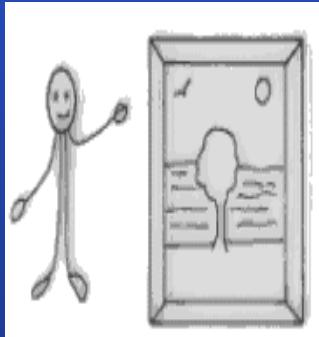


Takes a long view

F



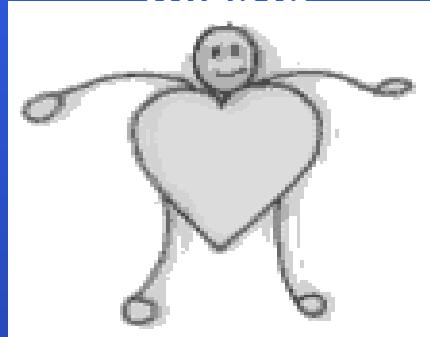
Decides with the heart



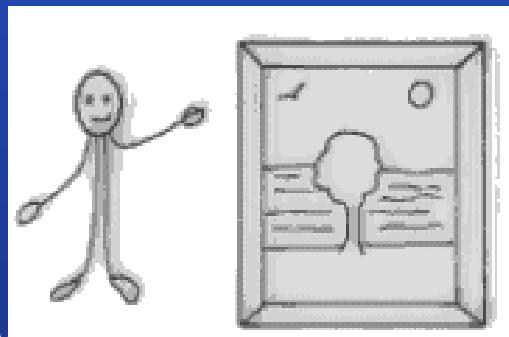
Concerned with relationship and harmony



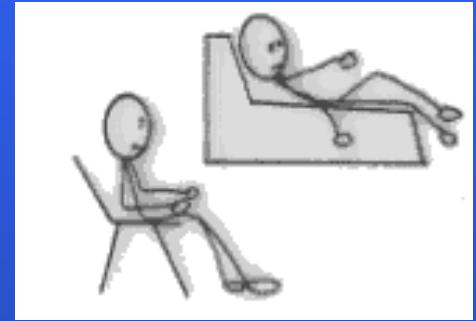
Sees things as a participant from within



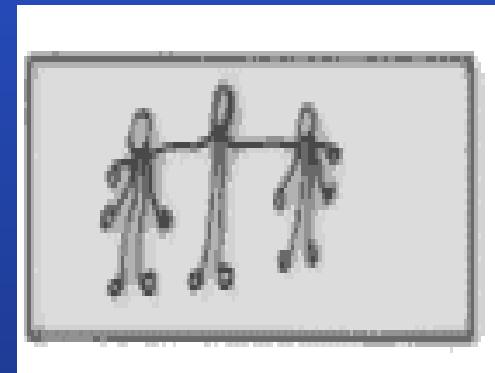
Goes by personal convictions



Spontaneously appreciates

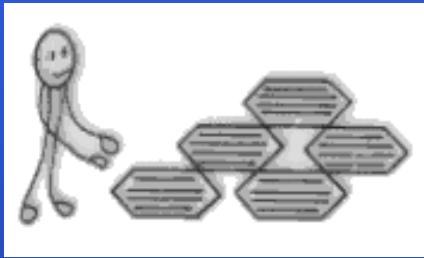


Good at understanding people



Takes an immediate and personal view

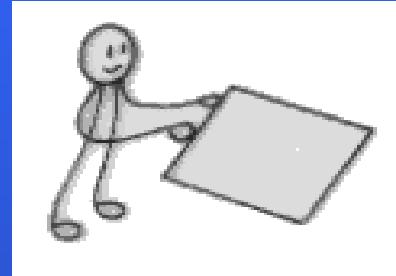
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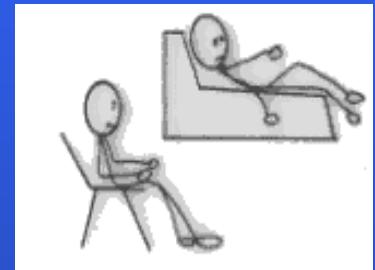
Feels comfortable establishing closure



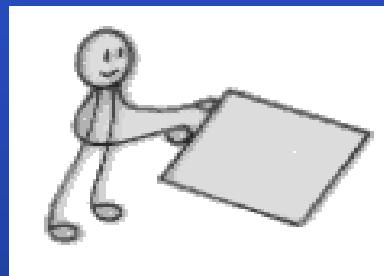
Likes definite order and structure
Prefers an organized lifestyle



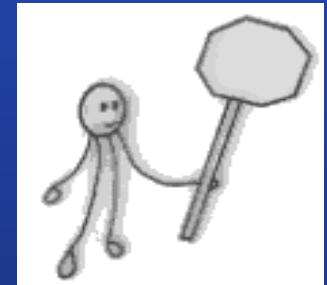
Handles deadlines, plans in advance



Likes to clear limits and categories

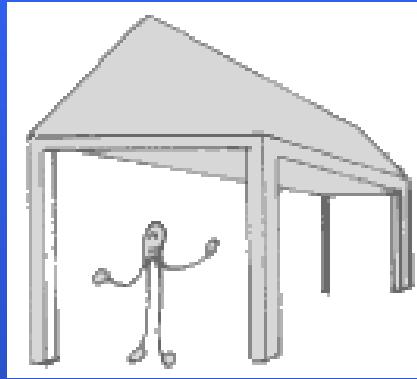


Likes to have life under control

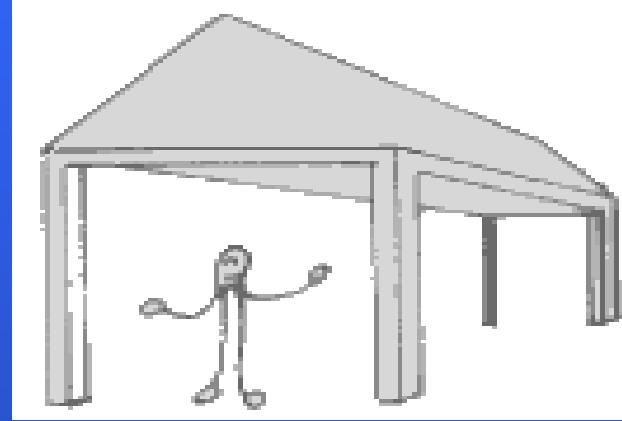


Enjoys being decisive

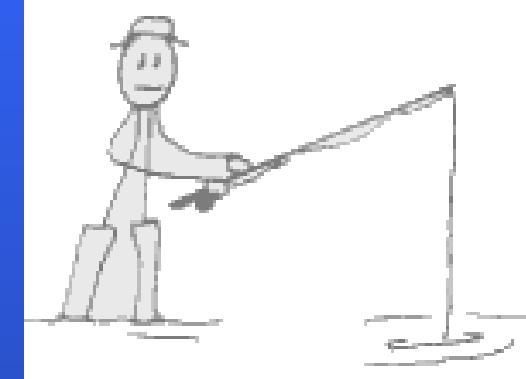
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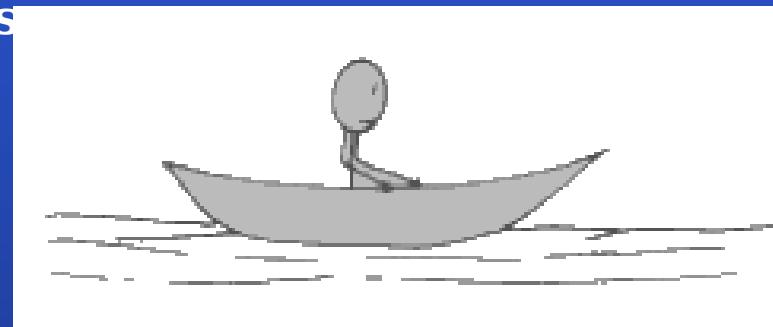
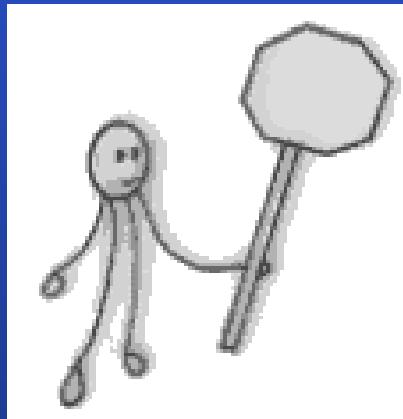
Feels comfortable maintaining openness



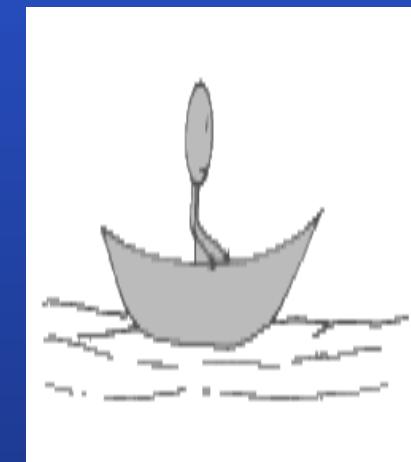
Meets deadlines by last minute rush



Likes freedom to explore without limits



Likes going with the flow



Prefers to experience life as it happens
Prefers a flexible lifestyle

Likes to be open for more information

Understanding the scores

- A score is not a measure of how “good” or “bad” a person does something.
- The score only measures a **preference** strength and not an **ability**.

Scores

1. Figure out the numerical difference between two letters on each dimension. *For example*

Score for Extrovert ---- 17

Score for Introvert ---- 9

Difference is 8

2. Difference of:

1-4 slight preference

5-11 moderate preference

12-20 clear preference

21+ very clear preference

Win- Win strategies

- Individual differences affect communications
- People “hear” depending on preferences
- Useful communications must be listened to, understood and considered without hostility
- Try to match presentations to type